

Local Content and Community Engagement Policy

Hiring, buying and operating well in the communities we work in

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1

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POLICY OWNER

Chief Executive Officer

APPROVED BY

Jorge O. Freig Carrillo, Chief Executive Officer

NEXT REVIEW

February 2027

1. Purpose

Freig Logistics Group operates in the communities of Santa Cruz County in Arizona and Nogales and the wider Sonora region in Mexico. Our vehicles use roads that residents use. Our facilities sit inside those communities. This policy sets out how we hire and buy locally, how we engage with the people affected by our operations, and how anyone can raise a concern with us.

2. Scope

This policy applies to every entity, facility, employee, officer, temporary worker and contracted third party operating under the Freig Logistics Group name, including Nogales Transportation Services, LLC and every affiliated transportation, customs brokerage and warehousing company within the group. It applies at all owned and leased facilities in the Arizona and Sonora corridor and on every lane managed on behalf of a client, on both sides of the United States and Mexico border.

3. Local Content Commitments

1. Advertise vacancies locally first and give preference to qualified candidates resident in the communities in which the work is performed, where this is consistent with applicable employment law.
2. Recruit through local channels, including community organizations, educational institutions and local chambers of commerce, rather than relying on relocation.
3. Source goods and services from businesses in the operating region where they are competitive on quality, safety, compliance and price, and support local suppliers to reach the required standard where they fall short.
4. Provide training, induction and progression pathways so that entry level local hires can advance into skilled, supervisory and management roles.
5. Operate bilingually in English and Spanish so that language is not a barrier to employment, training or safety.
6. Record and report local hiring and local spend where a client contract requires it, using a defined and disclosed definition of what counts as local.

4. Community Engagement Commitments

1. Engage early with local government, community groups and residents before introducing a new facility, a new haul route or a material change in traffic volume, rather than after the change is made.
2. Respect route restrictions set by clients or authorities, including restrictions on passing through named towns, and treat those restrictions as binding on every contracted carrier.
3. Manage the effects our vehicles create on communities, including speed, noise, dust, road condition, school zones and time of day restrictions, and brief every driver on the route specific rules.

4. Maintain contact with emergency services and road authorities along the corridors we operate, so that incidents are handled quickly and correctly.
5. Participate in regional business and community life, including our membership of the Nogales Santa Cruz County Chamber of Commerce.

5. Grievance Mechanism

Any community member, worker, supplier or other party may raise a concern about our operations at contact@freiglogistics.com or by telephone on +1 (520) 761 1788. Concerns may be raised in English or Spanish and may be raised anonymously.

- Every concern is logged in a grievance register with the date received.
- Receipt is acknowledged within the timeframe set in the supporting procedure.
- The concern is investigated, a response is provided to the person who raised it where contact details were given, and the outcome and any action taken are recorded to closure.
- Retaliation against any person who raises a concern in good faith is prohibited.
- Grievance data is reported to clients where the contract requires it.

6. Cultural Heritage and Indigenous Communities

Where our operations touch land, routes or sites of cultural, historical or indigenous significance, we engage with the relevant representative bodies and comply with the heritage protection requirements of the jurisdiction and with any additional requirement set by our client.

7. Community Investment

Freig Logistics Group supports local initiatives in the regions where it operates. Support is directed toward education, road safety, workforce development and community infrastructure. All community investment is recorded, approved under the authority limits in the Anti Bribery and Business Integrity Policy, and never used to obtain a business advantage.

8. Measurement, Responsibilities and Review

Performance is measured through local hire proportion, local supplier spend, training hours delivered, grievances received and the proportion closed within target. The Chief Executive Officer is accountable for this policy and site managers are responsible for community relationships in their area. This policy is reviewed at least annually.

Approved and issued by

Signature and date

Jorge O. Freig Carrillo
Chief Executive Officer
Freig Logistics Group
